

Leader Challenge Project

One way to think about leader development for our future platoon leaders is in terms of the key experiences that we know they are going to have—and then to design resources that bring to bear the experience of those who are in those experiences right now.

Stories, along with analysis and access to resources that arm leaders with additional insight, have the potential to shift the learning curve for future platoon leaders so that they arrive in the experience at a different level of preparation.

Leader Challenge Basic Concept

(1) Take the online
“Leader Challenge”
Here is the
situation. What
would you do?



(2) Read “answers” of other
experienced platoon leaders
& hear the “rest of the
story.”



(3) Discuss in small-group
setting with coach/mentor



Leader Challenge Project

During the Fall and Winter of 2007/2008, CCL (with Nate Self and Chris Miller) partnered with USMA Cadet Company B3 seniors and delivered five “Leader Challenges” – which included an online interactive experience coupled with a 90-minute workshop with faculty mentors.

The next slide includes pictures of the workshops (held in the first class club) and a few feedback comments from cadets.

CCL Leader Challenge Workshop (Cadet Feedback)



"This experience was very valuable because it has validated what I have learned throughout my career at West Point and has given me more confidence in my decision-making ability. I feel I know what I need to do now to become a good platoon leader."

"I truly think that these classes have been as valuable, if not more, than any other experience I've had at West Point."

"This was great because it was relevant and applicable OPD...finally. This was the first time in a PME session where I was actually treated like an officer and incorporated into the lesson/had some input into where the discussion went. I came out of these meetings genuinely thinking about what I'd have done long after I left."



"This was the most real-life developmental experience I have had so far at USMA. No other leadership course or PME class has been as clearly applicable to me and my future as the leader-challenge series. I can

Leader Challenge Project Next Steps

In April 2008, CCL will execute a leader challenge for the entire class of 2009.

Future plans, with additional funding, will include creating a self-authoring leader challenge capability that is available to all cadets, faculty, and company-level officers across the Army.